

# working TOGETHER works

FEDERATION OF  
HOSPITAL AND  
UNIVERSITY  
EMPLOYEES AT YALE

1199/SEIU  
Organizing Committee

JUNE 6, 2006

FOR US • FOR OUR PATIENTS • FOR OUR COMMUNITY • FOR YALE-NEW HAVEN HOSPITAL

## YNHH Agrees: Workers Can Now Talk with Union Reps Inside the Hospital

As a result of the new “Elections Principles Agreement” signed by Yale-New Haven Hospital and 1199SEIU, employees of the hospital are free effective Thursday, June 8 to talk with union representatives at designated locations in and around the hospital. Those location are:

**INTERNAL HOSPITAL AREAS:** East Pavilion cafeteria/vending area, the New Haven Unit cafeteria vending area, the Atrium and immediately adjoining hallways, and the Environmental Services break rooms and locker rooms located in the South Pavilion and in the basement of the New Haven Unit.

All workers are now free to discuss the benefits of having a union, ask questions about how the union works, and consider voting for a union with NO INTERFERENCE from management or from supervisors. And the hospital has agreed not to “threaten, intimidate, discriminate against, retaliate against, or take adverse action” against anyone for their decision to support or oppose union representation;

**MAX TAFFEL ROOM:** (First floor, East Pavilion) for 2½ hours each day, three days a week as scheduled;

**EXTERNAL HOSPITAL PREMISES:** entrances, parking lots and smoking areas.

## Q & A

### Q. What difference can a union really make?

Look right next door. Workers at Yale Medical School have a union, and they make more money than we do and have better health benefits. When they retire, they get guaranteed pensions they can live on.

### Q. I've heard union dues are high. How high?

Our union dues will be no more than 2 hours pay, plus \$6 per month and that's a small price for having the protection of a union contract.

### Q. How do we know a union will help?

With a union, we'll be stronger because there will be 2,000 of us standing together. We'll be in the Federation with Locals 34 and 35, and that means

4,000 workers all working together at Yale.

### Q. What if the union tells us to go on strike?

The union can't tell us to do anything. If we should ever decide to strike, we'll do it by a vote of our entire membership. We ARE the union—we elect our own representatives and negotiating committee and we make our decisions TOGETHER.

## INSIDE

- Answers to your questions about a union.
- Your rights are guaranteed.
- How Minnie Decosta could have had a much better retirement.



Being able to talk with union representatives inside the hospital is a real achievement. It will allow all of us to get the facts we need to make an informed decision.

LYNN EIMUTIS  
YNHH OUTPATIENT REGISTRAR

Take Time to Meet  
and Talk with Union  
Representatives  
and Your Co-Workers  
on the Union  
Organizing Committee.

## Know Your Rights

The hospital has signed an agreement that guarantees our rights.

- No employee will be penalized or rewarded for supporting or opposing union representation.
- Managers will not initiate one-on-one or formal or informal group conversations with employees about the union.
- The hospital will not threaten employees with loss of wages or less favorable working conditions because they unionize.
- The hospital will not sponsor or assist anti-union activity by employees.
- Communications will be factual and positive, without disparagement of the hospital or the union.
- When our Organizing Committee decides, the National Labor Relations Board in Hartford will hold a timely, "consent agreement" election in which eligible employees vote by secret ballot.
- When employees vote by a simple majority (50%) for union representation, the hospital will negotiate a contract and work with employees and our union to develop a constructive ongoing relationship.

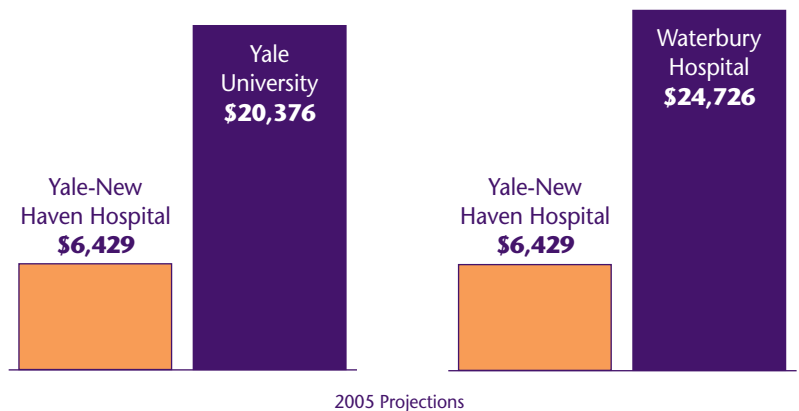
If you feel your rights have been violated in any way, please call the union office or talk to a union organizing committee member.



*Minnie DaCosta:*  
*"I was stunned to learn this."*

## CAN HAVING A UNION MEAN A BIGGER PENSION? YOU BET!

Minnie DaCosta is 46 years old and she's been working at Yale-New Haven Hospital for almost 7 years. According to the hospital's own projection, when she retires at age 65 she'll get a pension of \$6,429 per year, or \$535 a month. But if she'd been working from the beginning at Yale Health Plan or Yale School of Medicine, where the workers have a union (Local 34) she'd get more than three times that much, even when you calculate at her lower YNHH pay rate! And if she'd been a member of 1199/SEIU at Waterbury Hospital all those years, her pension would be almost four times bigger!



Want to compare your projected YNHH pension with what union members get at Waterbury Hospital and Yale Health Plan/Yale School of Medicine? Call the Union Organizing Committee at 203-785-1367 and we'll do it for you.

# WORKING TOGETHER TO WIN OUR UNION

### FEDERATION OF HOSPITAL AND UNIVERSITY EMPLOYEES AT YALE.

1199/SEIU Organizing Committee  
Suite 521  
129 Church Street  
New Haven, CT 06510  
203.785.1367  
[www.seiu1199nh.org](http://www.seiu1199nh.org)

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